

**CITY OF CORVALLIS
BENEFIT SUMMARY – IAFF EMPLOYEES**

INSURANCE

Medical/Vision/Dental	Coverage is effective the first of the month following 30 days of employment. City pays 100% of single, two party, or family coverage.
Life/Accidental Death & Dismemberment	Employees are provided a policy in the amount of one times annual salary, rounded to the next highest \$1,000. The City also provides a \$10,000 life insurance policy that meets the requirements of ORS 243.005. The City fully pays the premiums.
Long Term Disability	If an employee is unable to work due to injury or illness, this benefit pays 60% of the employee's salary, after satisfying a 90-day waiting period. The City fully pays the premium.
Supplemental Insurance (Employee Paid)	There are optional insurance plans in which the employee can enroll at his/her expense. <ul style="list-style-type: none"> • Additional life insurance for employee, spouse, and/or eligible dependents. • Additional AD&D insurance for employee or family. • Long Term Care for employee, spouse, and/or other eligible family members aged 18-80.
Domestic Partner	The City of Corvallis provides insurance benefits to an employee's opposite or same-gender domestic partner.

RETIREMENT

PERS / OPSRP / IAP	The City participates in the Public Employee Retirement System (PERS), the Oregon Public Employee Retirement System (OPSRP), and the Individual Account Program (IAP). New employees, who are not already PERS or OPSRP members, become OPSRP members after six full months of employment. The City contributes 6% of monthly wages to the IAP on behalf of the employee.
Deferred Compensation	Employees are eligible to make pre-tax contributions to a 457 deferred compensation plan. The City provides a matching monthly contribution equivalent to 1% of monthly wages.

LEAVE BENEFITS

Sick Leave	Sick leave accrual varies based on the following: <ul style="list-style-type: none">• 40 hour/week employees accrue 8 hours of sick leave per pay period month, up to a maximum of 1,140 hours.• 56 hour/week employees accrue 14 hours of sick leave per pay period month, up to a maximum of 1,800 hours				
Vacation	Following 6 months of service, employees are eligible to use accumulated vacation hours. Vacation accruals per pay period month f are as follows:				
	Months of Service	56-Hour Employee Accrual Rate	56-Hour Employee Accrual Cap	40-Hour Employee Accrual Rate	40-Hour Employee Accrual Cap
	Following completion of a 6-calendar month entry period, 40-hours/week personnel shall be credited 6 days, and 56-hours/week personnel shall be credited with 72 hours.				
	7-60 months	12 hrs/month	516 hour	9.5 hrs/month	192 hours
	61-120 months	14 hrs/month	564 hours	11.5 hrs/month	240 hours
	121-180 months	18 hrs/month	660 hours	13.5 hrs/month	288 hours
	181-240 months	22 hrs/month	756 hours	15 hrs/month	324 hours
	241-300 months	24 hrs/month	804 hours	17 hrs/month	372 hours
	301+ months	26 hrs/month	852 hours	19 hrs/month	420 hours

LEAVE BENEFITS CONTINUED

Holiday	<ul style="list-style-type: none"> 56-hour employees receive 11.5 hours of additional vacation per pay period month in lieu of holiday. 40-hour employees receive 96 hours of holiday leave each calendar year and are required to take the following holidays off: <ul style="list-style-type: none"> New Year's Day (January 1st) Memorial Day (last Monday in May) Labor Day (first Monday in September) Thanksgiving Day (fourth Thursday in November) Christmas Day (December 25th) 40-hour employees receive one day off to commemorate their birthday.
Bereavement Leave	In the event of a death in the immediate family, or any family member covered under the Oregon Family Leave Act, bereavement leave will be granted in accordance with state law, and the leave shall be deducted from the employee's sick bank for a maximum of five shifts for 56-hour/week personnel or 80 hours for 40-hour/week personnel per incident.
OTHER BENEFITS	
Flexible Spending Plan (125)	Employees are eligible to participate in a pre-tax deferral plan for medical and dependent care expenses. Funds deferred during the calendar year but not claimed by the end of the annual run-out period are forfeited by the employee. (Not eligible if employee has an HSA.)
Health Reimbursement Arrangement (HRA)	Employees enrolled in the High Deductible Health Plan (HDHP) receive an annual contribution from the City to one of these accounts. These funds can be used to reimburse the employee's out-of-pocket health care expenses. The City's contribution is \$1500 for single coverage and \$3000 for two-party or family coverage.
Health Savings Account (HSA)	
Wellness Incentive	The City will contribute up to 1% of base salary to an employee's RHSP account for completing the City's physical fitness assessment and including that assessment in their fitness plan (0.5%), and for pledging to complete at least one follow-up assessment and consultation with the City's wellness consultant, during the calendar year following the assessment(s) on a monthly basis (0.5%).
Attendance Leave Incentive	Employees who maintain a sick leave bank of at least 120 hours (40-hour employees) or 170 hours (56-hour employees) may be eligible to convert up to five months of sick leave accrual to cash. Qualification for the sick leave accrual conversion is based upon the number of sick leave hours accrued but not used during a 12-month time period. Incentive is pro-rated for part-time.
Employee Assistance Program (EAP)	Employees and family members are eligible for up to 4 face-to-face confidential counseling sessions per issue per year. Additional EAP services include 24-hour crisis help, legal services, financial services, identity theft recovery services, and access to life-balance website.
Education Tuition Reimbursement	Upon approval of the Department Director, employees may be reimbursed 50-100% of tuition costs for job-related courses.
Savings Bonds	Employees are eligible to purchase savings bonds through payroll deduction.
College Savings Plan (529)	Employees are eligible to contribute to the Oregon College Savings Plan through payroll deduction.
Credit Union	Employees are eligible to become a member of Oregon State or Central Willamette Credit Unions.
Employer Transportation Program	Employees using alternative transportation (i.e. carpool, vanpool, transit, bicycling, walking) to get to work are eligible for a taxi ride home when there is an unforeseeable emergency.
Public Service <i>Loan Forgiveness</i> (PSLF) Program	Public Service <i>Loan Forgiveness</i> (PSLF) is a federal program which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer.

Note: All IAFF employee benefits and contributions listed on this summary are subject to change. (Updated January 7, 2016.)